

# YOU ALREADY HAVE THE TECHNICAL SKILLS.

## Do you also have the ability to:

- ☑ Communicate effectively with a wide variety of people, remaining open to the viewpoints of others, listening well, and demonstrating sensitivity to cultural differences;
- ☑ Maintain a positive public service approach toward the community;
- ☑ Solve problems cooperatively, using creativity and flexibility, and being willing to take risks;
- ☑ Maintain composure under stress, and assert yourself positively;
- ☑ Adapt to changes in work procedures, organizational culture and the community; learn and apply new information in an environment of growth and innovation;
- ☑ Participate effectively in teams by exercising good judgment, accepting responsibility, acknowledging mistakes and sharing successes;
- ☑ Be observant, identifying potential problems, community needs, and preventative activities;
- ☑ Understand and apply the laws, regulations, rules and procedures which pertain to law enforcement;

AND

- ☑ Communicate clearly in writing?

**If you do, the  
Santa Rosa Police  
Department is for  
YOU!**

## THE SELECTION PROCEDURE...

Please read this section carefully. Applicants must submit a completed City application form and a Supplemental Questionnaire to the Human Resources Department, demonstrating the following minimum requirements:

### EXPERIENCE

You are a Lateral Applicant if you are currently employed as a California peace officer with at least one year of full-time experience within the past 12 months AND you possess or are eligible to possess a California POST Basic Certificate. *If you are hired, you may be appointed up to the TOP step in the salary range depending on your experience, education, and training.*

You are an Academy Attendee/Graduate Applicant if you are currently enrolled in, or have successfully completed a California POST-approved basic police academy within the last two years. A California POST Requalification Course Certificate issued within the last two years is also qualifying. Candidates at this level typically begin at the first step in the salary range.

If you have been employed as a full-time, permanent California Peace Officer and separated from employment within the last 18 months due to lay off, please contact Debbie Houser, Personnel Services, (707) 543-3566 to verify eligibility to apply.

### EDUCATION

The majority of candidates hired by SRPD possess a significant amount of college education. A two-year degree is typical and a four-year degree from an accredited college or university is highly desirable. Candidates meeting Government Code 1031e education standard will be considered.

### LICENSE

Individuals must be physically able to operate a vehicle safely and must possess a valid "Class C" California driver license.

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If you need accommodation in the selection process described in the following section, due to a disability or for religious reasons, please contact Sophia Selivanoff at 707- 543-3066 (voice) or 707-543-3063 (TDD).

☆ Our recruiting division is committed to handling your application quickly and efficiently. We will respond to your application within one week of receiving it. We will work with you to find a test time that will accommodate your needs.

## The selection process has 3 parts:

**Part I:** Your interpersonal skills, critical thinking ability, judgment and problem-solving effectiveness, and written communications skills will be assessed through a video test (B-PAD) and work-based skills exercises. (PASS/FAIL)

**Part II:** If you pass Part I, you will be invited to an oral appraisal interview to evaluate education, training, experience and other job-related qualifications. *Candidates will be scheduled for Part III beginning with the highest appraisal interview scores.*

**Part III:** Part III consists of a thorough background investigation which includes: police records check, review of DMV driving record and illegal drug use, personal history statement, and polygraph exam. Prior to appointment, candidates must also successfully complete: a Chief's interview, a psychological evaluation, and a comprehensive medical examination, including testing for the following visual acuity standards: *For individuals wearing eye glasses or hard contact lenses, uncorrected vision of 20/80 or better in both eyes; corrected vision of 20/30 when both eyes are tested together. For those wearing soft contact lenses, no "uncorrected" far-vision acuity standard applies, but vision must be corrected to 20/30 when both eyes are tested together. The wearer of hard or soft lenses must have at least one year of successful use. Normal color vision is required.*

## WHAT WE'RE OFFERING YOU...

- 🏠 A competitive salary and great benefits
- 🏠 Field training by experienced officers before assuming full job responsibility
- 🏠 Support from a dedicated team of skilled professional co-workers
- 🏠 A vital and visible role in the community, providing law enforcement and public service
- 🏠 A wide variety of specialized primary and collateral assignments, most with premium pay ranging from 2.5-5% of salary:

- ★ Accident Investigator
- ★ Bomb Unit
- ★ Canine Unit
- ★ Crime Suppression Team
- ★ Crisis Negotiations Unit
- ★ Detective--Violent Crimes, Domestic Violence/Sexual Assault, and Property Crimes Units
- ★ Downtown Enforcement Team
- ★ Environmental Crimes Unit
- ★ Motorcycle Traffic Officer
- ★ Mounted Enforcement Unit
- ★ Narcotics and Auto Theft Task Forces
- ★ P.T.O./Team Leader
- ★ School Resource Officer
- ★ Special Response Unit

🏠 The advantage of living in a growing and diverse community, with outdoor sports, fine arts, great food and wine, and more!

🏠 A chance to join us for a challenging and rewarding career....Santa Rosa Police Department - a leader in law enforcement!

## 👤 BENEFIT HIGHLIGHTS:

Health, Dental & Vision Insurance	PERS Health Benefits Program. City contributes portion of monthly premium for employees; variety of family/domestic partner coverages available
Uniform Allowance	\$600 per year
Body Armor	\$125 for replacement per year
Vacation	Accrue 80 hours for first 5 years, and 120 hours for years 6 - 15
Holidays	Lump sum payment of 144 hours, paid in December
Sick Leave	8 hours per month
C.T.O. Time	Earned at 1.5 times, maximum of 100 hours
Overtime	Earned at 1.5 times. Currently working four 10-hour or three 12.5-hour shifts
Bilingual Pay	5% - Advanced 3% - Intermediate

Applications and other job information may be obtained from:

Human Resources Department  
100 Santa Rosa Avenue, Room 1  
Santa Rosa, CA 95404  
707-543-3060

[www.ci.santa-rosa.ca.us/hu](http://www.ci.santa-rosa.ca.us/hu)

E-mail: [jobs@ci.santa-rosa.ca.us](mailto:jobs@ci.santa-rosa.ca.us)

Police Department  
Recruiting Office: 707-543-HIRE  
Recruiting Hotline: 877-GO4-SRPD  
[www.santarosapd.com](http://www.santarosapd.com)  
E-mail: [GO4SRPD@santarosapd.com](mailto:GO4SRPD@santarosapd.com)

## THE CITY OF SANTA ROSA

*invites applications for the position of*

## POLICE OFFICER

**Lateral or**

**Academy Graduate**

**\$4,905 - \$5,956 monthly**

\$4,944-\$6,004 effective 1/2005



Plus excellent benefits, including:

9% City-paid PERS contribution

plus

7% Advanced P.O.S.T. Certificate

4.5% Intermediate P.O.S.T. Certificate

3% @ 50 PERS

**APPLICATIONS ACCEPTED  
CONTINUOUSLY**

*An Equal Opportunity Employer*

Date of Announcement: July 1, 2004

04/05-01S-0 Posted 08/23/04 RF